

Executive Office of Health and Human Services
Massachusetts Department of Public Health

HEALTH PROFESSIONS DATA SERIES

REGISTERED NURSES 2012



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Massachusetts Health Professions Data Series: Registered Nurses 2012

OVERVIEW

The Massachusetts Health Professions Data Series: Registered Nurses 2012 Report provides data about workforce demographics of Registered Nurses licensed to practice in Massachusetts. This report is part of the Department of Public Health's Health Professions Data Series currently describing seven licensed health professions: dentists, dental hygienists, pharmacists, physicians, physician assistants, registered nurses, and licensed practical nurses.

The Massachusetts Health Professions Data Series: Registered Nurses 2012 Report represents data from the second cycle of Massachusetts' health professional workforce data collection. This initiative was launched during the 2010 license renewal cycle in coordination with the Division of Health Professions Licensure and its biennial clinician renewal cycle.

The Initiative, and subsequent data analysis and reports, responds to the need for quality and timely data on workforce demographics and employment characteristics of the Commonwealth's healthcare workforce. With a response rate of 83%, the 2012 report is a timely source of robust data.

Chapter 224 of the Acts of 2012: An Act Improving the Quality of Health Care and Reducing Costs Through Increased Transparency, Efficiency and Innovation¹ continues and expands the work of the Health Care Workforce Center established initially in the Acts of 2008. The mandate includes monitoring trends in access to primary care providers within Massachusetts, and reviewing existing data and collecting new data on the capacity of the workforce to serve patients.

The publication of this data series is a step toward fulfilling the mandates of Chapter 224. It complements and contributes to ongoing health care access and payment reform initiatives in the Commonwealth, and federal efforts including the National Center for Health Workforce Analysis Assessment.

The data series characterizes the workforce from a supply perspective. It enhances the Commonwealth's ability to identify trends and patterns in the Commonwealth's health workforce. This Initiative, and subsequent data, is integral to current and future discussions and decisions about healthcare workforce development, education, training, recruitment, and retention. The data helps to ensure the availability of a highly qualified, diverse, and culturally and linguistically competent workforce to meet the current and future needs of all Massachusetts residents.

¹ Chapter 224 of the Acts of 2012: An Act Improving Quality of Health Care and Reducing Costs Through Increased Transparency, Efficiency and Innovation is codified at MGL c.111, §§25L sections L through N: <http://www.malegislature.gov/Laws/GeneralLaws/PartI/TitleXVI/Chapter111/Section25L>

BACKGROUND

During the 2012 license renewal cycle, a total of 112,814 Registered Nurses (RNs) renewed their license; of those, 83% (n=93,566) completed the 2012 online survey with 26 workforce survey questions. The survey included questions related to demographics, education, employment characteristics and future work plans. Among these online renewals, 73% (n=68,303) reported working in Massachusetts. 11% reported another US state for their primary nursing position. **The following data represents the responses of Registered Nurses who completed an online renewal between October 2011 and March 2013.**

DEMOGRAPHICS

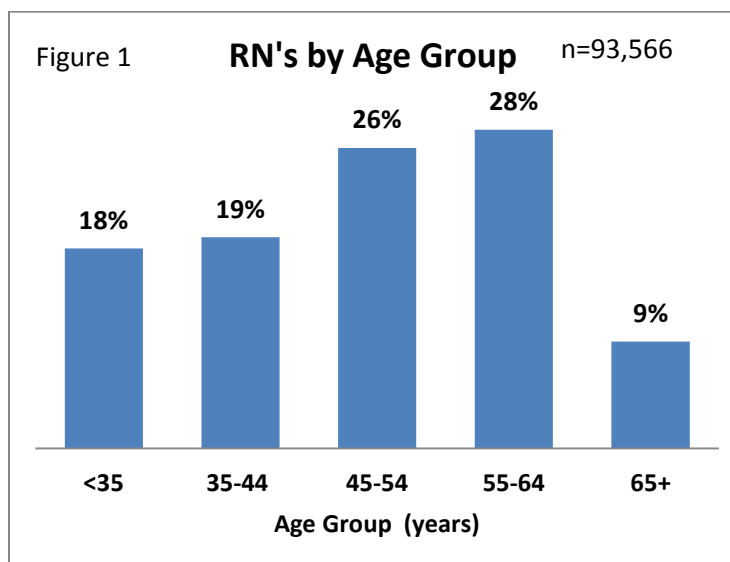
n = 93,566

Gender:

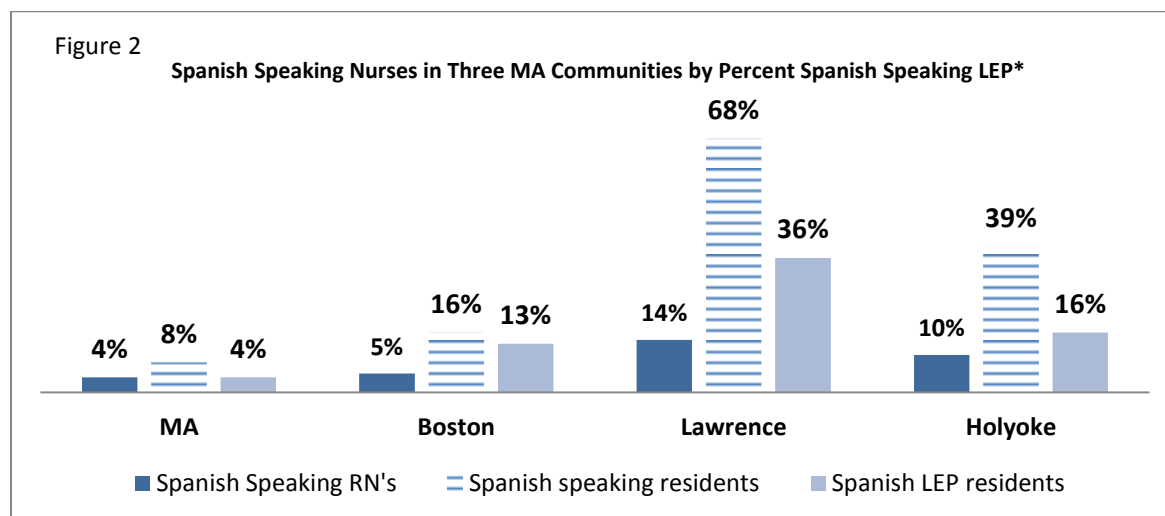
Females: 93% Males: 7%

Race:

White, Non-Hispanic (NH): 84%
Black, NH: 4%
Asian, NH: 2%
American Indian /
Alaska Native, NH: <1%
Native Hawaiian /
Pacific Islander, NH: <1%
Hispanic: 2%
Multi-racial: 1%
Decline to Answer: 6%



Languages other than English most frequently spoken with sufficient fluency to provide adequate care: Spanish 5%, Portuguese 1%, Haitian Creole 1%



* LEP is Limited English Proficiency. The data in this chart represents residents who are LEP and whose first language is Spanish.

EDUCATION

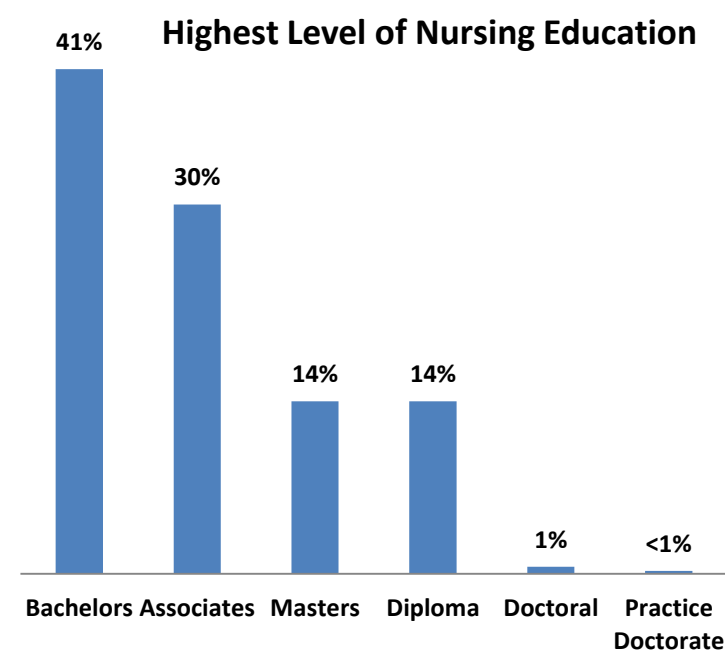
n = 93,566

Highest level of nursing education completed: A baccalaureate degree was the highest level of nursing education completed for the greatest number of respondents, n=38,397 (*Figure 3*). 20% of respondents indicated they would seek additional education.

Location of initial RN licensure education: 73% of respondents reported completing their first nursing degree-credential in Massachusetts. 24% completed this first degree in another US state, 2% in a foreign country, and less than 1% in a US territory.

Figure 3

n=93,566

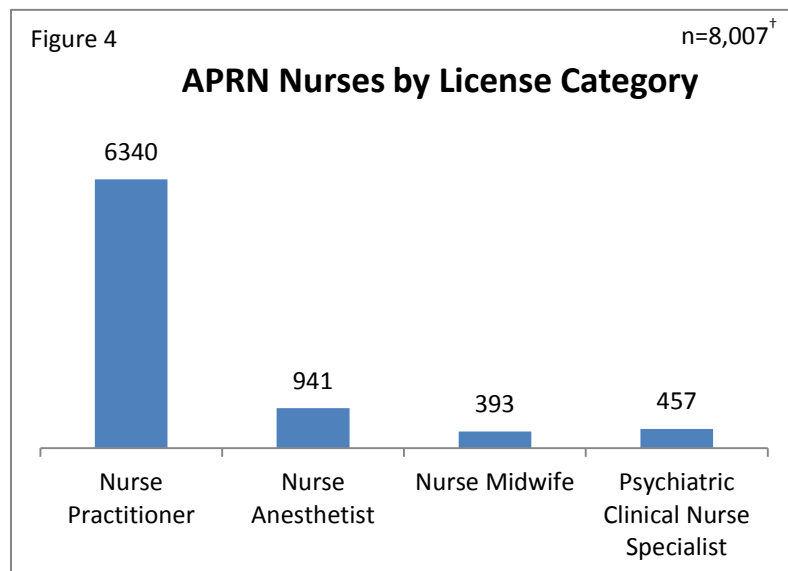


ADVANCED PRACTICE REGISTERED NURSES

Figure 4

n=8,007[†]

APRN Nurses by License Category



RNs authorized for Advanced Practice Registered Nurse (APRN) practice:

Out of the 93,566 respondents, 8,007 (9%) nurses reported having APRN authorization in Massachusetts. Of those advanced practice registered nurses, 79% are nurse practitioners, 12% are nurse anesthetists, 5% are nurse midwives, and 6% are psychiatric clinical nurse specialists (*Figure 4*). 124 nurses reported having more than one APRN license for a total of 8,131 licenses.

Only 8% of APRNs reported having less than a master's degree in nursing. 88% reported having a master's degree, 2% a doctoral degree, and 1% a practice doctorate.

[†] 124 respondents reported more than one APRN license

FUTURE PLANS

RN's plans in the next five years n = 93,566

No Change in work status:	40%	Decrease Work Hours:	4%
Seek Additional Education:	20%	Return to nursing:	3%
Change Nursing Position:	7%	Leave nursing:	<1%
Plan to retire:	7%	Other:	2%
Increase Work Hours:	4%	Not Applicable	11%

EMPLOYMENT CHARACTERISTICS

n = 68,303²

Employment Status: ³

Full-time in nursing:	69%	Employed/Non-nursing:	1%
Part-time in nursing:	24%	Unemployed:	<1%
Per Diem in nursing:	9%	Nurse Volunteer:	<1%
Retired:	<1%		

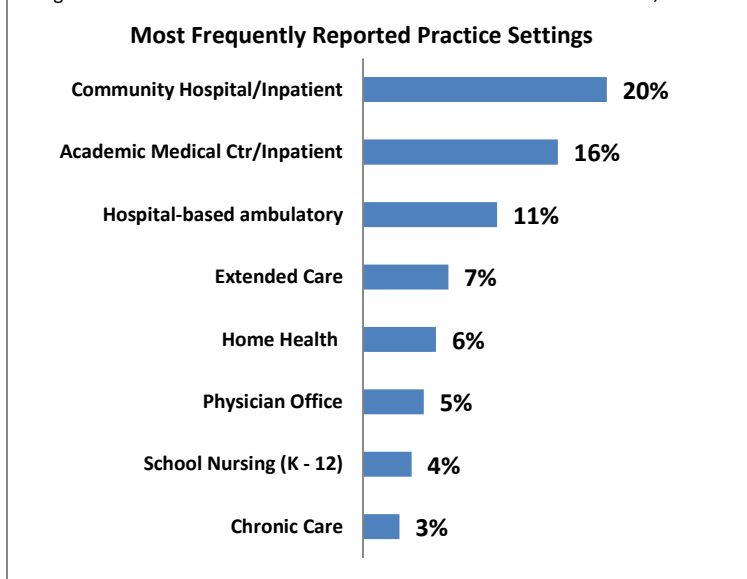
The following data represent responses of all licensed Registered Nurses who reported working either full-time, part-time, or on a voluntary basis in Massachusetts⁴.

PRIMARY NURSING POSITION CHARACTERISTICS

Most frequently reported practice settings were inpatient community hospitals (20%), academic medical centers (16%), and hospital-based ambulatory (11%) (Figure 5):

Reported practice setting varied by nursing education. 22% of diploma nurses and 24% of nurses with an associate degree reported their practice setting as an inpatient community hospital. Nurses with a bachelor's degree largely reported their practice setting as either an inpatient community hospital (21%) or an inpatient academic medical center (21%). Nurses with a master's degree most frequently reported practicing in an inpatient academic medical center (20%). 53% of nurses with a doctoral degree and 24% of nurses with a practice doctorate reported their practice setting as an academic nursing program.

Figure 5 n=67,798



² Number represents all nurses who reported their primary practice setting in MA.

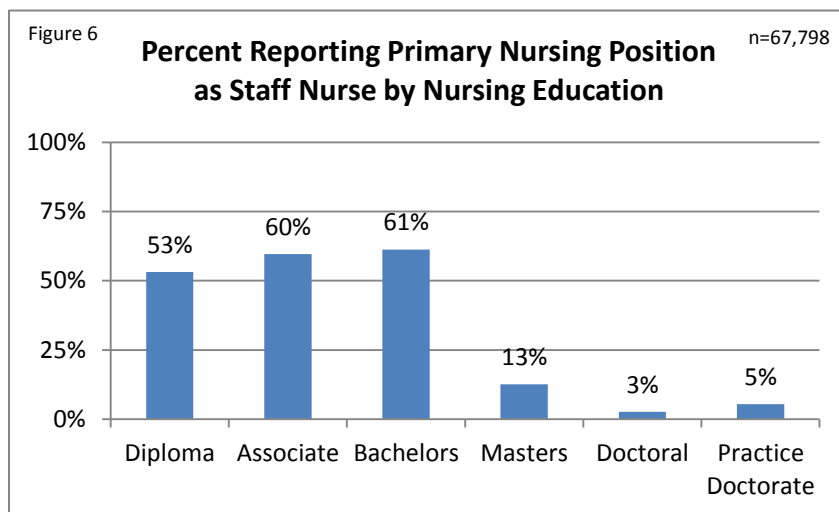
³ Percentages do not add up to 100% due to the respondent's ability to select more than one answer.

⁴ Number does not include respondents that are unemployed or retired and not working

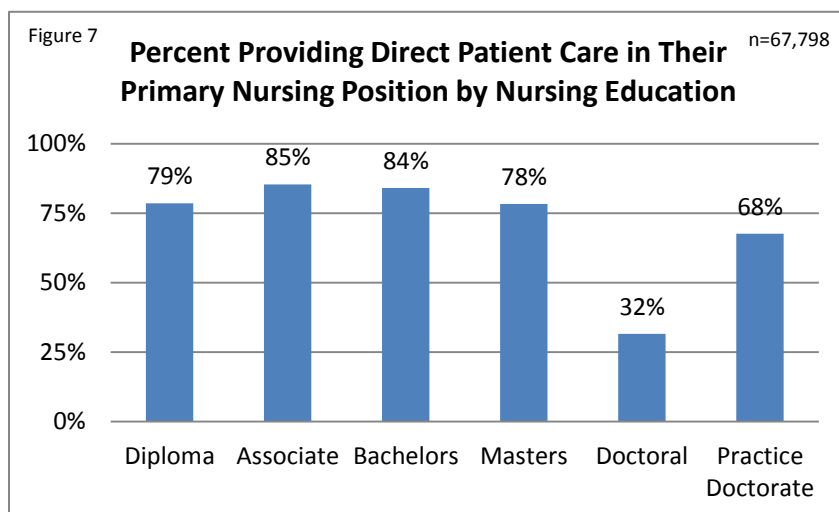
Most frequently reported areas of practice were acute care (18%), critical care (7%), primary care (6%), home health (6%), and long term care (6%).

Respondents were asked to identify their primary nursing position. The most commonly reported positions were: staff nurses (53%), case managers (7%), charge nurses (6%), and manager / directors (6%). Only 1,238 (2%) identified themselves as nurse instructors or faculty.

The primary nursing positions reported varied by nursing education. A large percentage of respondents with a diploma, associate degree, or bachelor's degree identified their primary nursing position as a staff nurse (*Figure 6*). 40% of nurses with a master's degree and 37% of nurses with a practice doctorate identified their primary nursing position as a nurse practitioner. 43% of nurses with a doctoral degree reported their primary position as an instructor/faculty member.

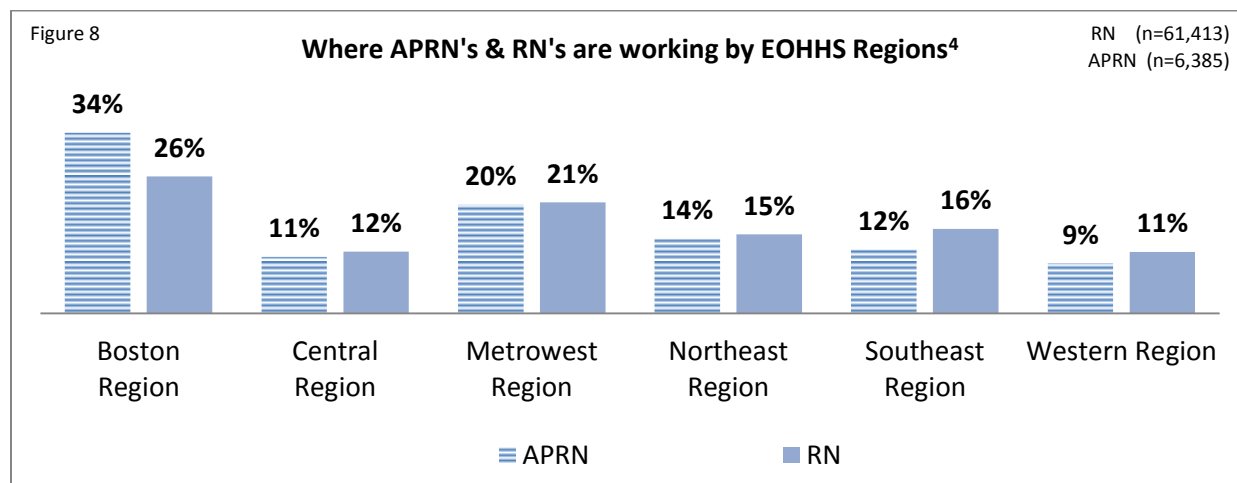


The percentage of nurses that routinely provide direct patient care in their primary nursing position also varied by nursing education. Only 32% of nurses with a doctoral degree provide direct care to patients in their primary nursing role (*Figure 7*).



GEOGRAPHIC DISTRIBUTION OF NURSING POSITIONS

Of the 67,798 RNs and APRNs that report currently working in Massachusetts, 17,937 (33.8%) reported that their primary place of employment was in the Boston Region (*Figure 8*).



⁴ Executive Office of Health and Human Services (EOHHS) regions used

This report was developed by the
Massachusetts Department of Public Health

Bureau of Community Health and Prevention
Health Care Workforce Center

Bureau of Health Care Safety and Quality
Division Health Professions Licensure
Board of Registration in Nursing

For additional information about the *Health Professions
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